



To complete the Application for Funding Cover Page type into the provided fields. Use your preferred word processing program to answer all other questions. **A complete application consists of the Application for Funding Cover Page; a narrative of five pages maximum (exclusive of attachments) answering the questions below; and the required attachments.** Completed applications may be emailed to grants@tfe.org or mailed to The Foundation for Enhancing Communities, PO Box 678, Harrisburg, PA 17108-0678. Emailed applications must be submitted by 4pm on the deadline date. Mailed applications must be postmarked by the deadline date. Contact Jennifer Strechay, Program Offer for Community Investment, at jstrechay@tfec.org or 717-236-5040 with questions.

Name of Organization Brethren Community Ministries

Name, Title, Email, Phone of Executive Leader Don Mitchell, Board Chair, dvm_90274@yahoo.com, 310-779-9911

Organization Mailing Address 219 Hummel St. Harrisburg, PA 17104

Website bcmpeace.org

Name, Title, Email Phone of Application Contact Alyssa Parker, Operations Manager, brethren.com.min@gmail.com, 717-559-5673

Amount of Funding Requested \$5000

Purpose of Funding Request to evolve and sustain the Pathway to Prosperity Program

Briefly describe your organization

- A. Mission, purpose, and history.
- B. Service population and geographic area served, including demographics.
- C. Current programs, activities, and accomplishments.

Briefly describe the project for which you are requesting funding

- A. Project goals, objectives, and planned activities/events.
- B. Project timetable and budget. *The project budget is separate from the organization budget.*
- C. Constituency served or targeted population.
- D. Other funding sources and amounts.
- E. Project benefits and anticipated results.
- F. Description of how project differs from similar projects in geographic area served.

Required Attachments

- A. Board of Directors List.
- B. Applicant organization's current budget.
- C. First page of the applicant organization's most recent 990. If 990 is not available, provide the most recent audit or financial statement to meet this need.
- D. 501(c) (3) Letter or proof of application.
- E. Copy of your registration with the Pennsylvania Bureau of Charitable Organizations.

Please Note: Letters of support are not required, but are accepted. If your project represents a partnership or is 100% dependent upon participation by an organization presented in your application, provide a letter from each organization that confirms their agreement to participate. If your project utilizes a Fiscal Sponsor, follow the Fiscal Sponsor instructions at <https://www.tfec.org/grants/the-childrens-home-foundation-fund-grant-guidelines/>.

Briefly describe your organization

A. Mission, Purpose and History

- a. *Mission Statement:* “bcmPEACE serves Allison Hill in becoming a safer, healthier community, empowered by God’s peace”
- b. *History:* Founded in 2000, Brethren Community Ministries is the service arm of Harrisburg First Church of the Brethren.
- c. *Purpose:* As a Church of the Brethren affiliate, bcmPEACE has an overarching goal of seeking and pursuing peace and justice.

B. Service Population, Geographic Location, and Demographics

- a. *Service Population:* We serve the people of Allison Hill which consists mainly of our African, African American, Latinx
- b. *Geographic Location:* South Allison Hill, Harrisburg Pennsylvania
- c. *Demographics:* people of color make up 89% of the population as shown in the most recent census bureau data. The majority of them are African American and Hispanic populations. Over 17% of the neighborhood is foreign-born and of that 17%, 88% of those are from Latin America. Around 46% of the population is classified as living below the poverty level, and 64% of children in South Allison Hill are classified as living below the poverty line. Only 67.2% of the population have a high school diploma. That is a third of South Allison Hill that did not complete high school.

C. Current Programs, Accomplishments and Activities

- a. *Agape Satyagraha:* Teaching middle & high school-aged youth to lead through non-violent conflict resolution & social change in the tradition of King and Gandhi.
 - i. This past year, we have had four of your young people graduate this program and show improvement of problem solving abilities as well as leadership and engaging with other organizations such as Heeding God’s Call to End Gun Violence. Some are even looking at going to College.
- b. *Wellness Hub:* Every Friday emergency food including fresh healthy produce is provided to low-income families in cooperation with Central PA Food Bank. Wellness services are provided in cooperation with Penn State Extension and the Nurses Station of Christ Lutheran.
 - i. Serve on average 150 families and individuals each Friday at food distribution including fresh produce.
- c. *Pathway to Prosperity:* Under-resourced and fragile families receive a Pathway to Prosperity “map.” Families receive matching funds for one-time emergencies in the context of long-term solutions.
 - i. The story of one family is a particular case study in which they had recently moved from Nigeria to the States. They could not afford to support their family, so the children were separated from the family living with a relative. As they were introduced to the program, our

Case worker began mentoring them and assisting them in attaining basic needs such as a safe and stable living environment, maintaining VISAs, obtaining a driver's license, and stable employment. As they grew in self-sufficiency, their family was reunited and their children relocated to a better school. This family is now active in the church and other bcmPEACE programs.

- d. *Bright Futures*: Assists students in their transition to college/trade school and then to their career (Most students are the “first generation” to attend college)
 - i. We were able to work with 3 college students this past year giving advice, assisting in scholarships and internships, and mentoring them along the way.
- e. *Kids' Church*: A weekly program during the school year which builds character & self-image in elementary school-age children, while providing a healthy meal.
- f. *Safe and Affordable Housing Solutions*: Renting our 6 two-bedroom apartments below market rate and providing voluntary participation in our Pathway to Prosperity program
- g. *Computer Classes*: Providing adults with a basic computer literacy course that leads to the participant being given a free refurbished computer.
 - i. Within the year we give out over 10 computers normally as we educate adults and young adults. One of our participants was better prepared to go to Community College, now that she understood community basics.
- h. *Activities*: Partner with Camp Swatara to send youth in the community to camp; Partner with Heeding God's Call to end Gun Violence Harrisburg Chapter; offer Pare.

Briefly describe the project for which you are requesting funding

Our Pathway to Prosperity Program focuses on beginning with an individual or family's emergency need and then work with them to a place where they no longer need to ask for assistance - a place of self-sustainability, while also cultivating leaders and stopping the cycle of generational poverty.

- A. Project goals, objectives, and planned activities/events
 - a. *Goal*: The Pathway to Prosperity Program will increase self-sufficiency in families and individuals in the South Allison Hill area, foster personal and social growth, and invoke leadership.
 - b. *Objectives*: By the end of May 2021, provide emergency resources, life skills classes, and establish stability in 25 families/individuals. At least 75% of participants will see themselves in a better situation in regards to home, work, and community engagement, and leadership determined by a pre-post test that will occur at orientation and then again at the six-month mark - based on how fast they progress. All unemployed participants will

have at least a part-time job that they have been working at for at least 3 months.

- c. *Planned Activities/Events*: Activities will include attending training programs as needed including budgeting classes, cooking classes, parenting classes, etc. that will enhance their family dynamic and individual security. No events have been planned as of now.
- B. Project timetable and budget
- a. *Project Timetable*: The timeline is on an individual basis depending on their speed and the level of help they need. The program as a whole is continuous yearly. This program is a five-level program, but some levels can be done simultaneously. The first level is Orientation that is the initial meeting. This includes showing the 'map' and explaining the process, setting up a continual good meeting time (every week, every two weeks, etc.), setting goals for the program, setting needs that have to be met, and starting to establish a relationship. This also includes signing paperwork and committing to the program itself. Level two involves assisting with basic needs which takes place over the first 2 months. This may begin in the first meeting, but should last over several meetings depending on what is needed. Do they have a home, a job, food, childcare, etc.? Help get them these things and discuss the importance of sustaining these basic needs. Level 3 includes the action of attending life skills classes including budgeting classes, resume building classes, cooking classes, or courses offered outside of our program. These courses will be available once a week taught by volunteers involved with the program. Participants are encouraged to attend at least one of each session to complete this level to gain knowledge into basic life-skills. Level 4 discusses establishing a secure environment and will generally take place around the 5-6 month mark. This is a home visit, in which they demonstrate the skills that they have learned and assessing where they are at that current point. It is not a test, but simply a relationship building experience as well as a chance for them to feel capable and empowered, while making sure their home life is healthy. Level 5 is the evaluation which takes place after 6 months This is the final meeting and a face-to-face evaluation of how their time has been in the program, what they still need from the program, and asking if they would like to volunteer, get involved in the community, or if they want to take a major step such as college, moving, etc. This will be done by someone outside of the regular program and focus on the growth mentally, financially, and socially throughout their time in the program. There will also be another evaluation six months after to evaluate their stability.
 - b. *Project Budget*: See Attachment A
- C. Constituency served or targeted population
- a. The target population is the low income and underserved individuals and families of South Allison Hill. This includes a majority of people of color

and single parent households. We tend to serve those in the immediate area, meaning within a mile radius of our building.

D. The other funding sources and amounts

- a. The Donald B. and Dorothy L. Stabler Foundation– 45,000 - Pending
- b. The Barnabas Fund – 20,000 – Pending

E. Project benefits and anticipated results

- a. *Benefits:* The benefits of this program is the ability to work one-on-one with clients and set up a “map” that is designed specifically for them and their needs. It also goes steps beyond other programs that simply distribute funds. We are looking at the person rather than the problem.
- b. *Anticipated Results:* The needs of this community can be assisted by the Pathway to Prosperity program through the incorporation of staff that represents the community, engaging with the Hispanic population, improving skills to increase family dynamic and financial security, build leadership, and give them access to resources that will allow them to flourish. Over the past six months, we received on average 3 phone calls a week asking about the services that we can no longer offer due to the lack of funds. The needs include identification, help with bills, and assist with food gift cards or gas cards.

F. Description of how project differs from similar projects in the areas served.

- a. A number of places may not have the cultural competency to address all demands, within their work with the Latinx community and other communities of color. bcmPEACE recognizes the need for referral services, translators, and connections with those assisting the Latinx community and its importance to Allison Hill. This includes the need for materials in both English and Spanish, a translator, more referral services to organizations that specialize in helping the Latinx, African American, Immigrant, and other underserved communities.
- b. One of the major needs of this neighborhood which we do not see many organizations taking action to address is the disruption of the cycle of poverty in families. In a community in which the majority of children are living in poverty, it does not set up a positive generational shift in terms of financial mobility and stability as they age.

Attachment A

Pathway to Prosperity Budget:

Salaries (case worker and intern)	33,800
Office Supplies/Administrative Costs	2,200
Emergency Funds and Resources	8,000
Program Expenses	500
Travel Costs	500
Total	45,000

Salaries - 33,800

The salaries covered in this budget includes a part time case worker and an intern from a surrounding college/institution. Our case worker now, is an AARP worker and is doing a phenomenal job and creating relationships with her clients, she needs to be paid accordingly after her temporary assignment with us as an AARP volunteer has ended. She works directly with clients in all aspects and will be the point person for the whole program. Average case workers in Pennsylvania make approximately 50,000 a year, however this will be a part-time position and will be paid \$20/hour for an annual salary of 26,000 if committing to 20-25 hours a week.

The intern is something that has not been utilized in the past year. We would like to bring it back but make it a paid internship of \$10/hr for 10-15 hours a week (7,800 annually). This will increase demand, always keeping someone in the position as well as providing the intern a good wage for the hard work they will be doing. The figure is based on a previous paid internship completed by our current staff person in the office.

Administrative Costs - 2,200

This cost of Administration includes office supplies such as ink for the printer, work phones for the office, paper, etc. This also includes office furniture to make the office feel like a comfortable environment. This includes approximately 1,500 for work phones and the month to month cost of service (through tracfone), 500 for the basic costs of paper, pens, and other office material, and the last 200 is for the improvement of the office including seating, painting, etc.

Emergency Funds and Services/Resources - 8,000

This is the second most important and second largest part of the budget. We have not been able to provide some resources and services due to the lack of funds. \$7000 will go towards

emergency funds such as security deposits, and putting money towards bills that people need help to pay immediately. The other \$1000 will go to resources such as identification cards, ESL classes, and other resources that may cost money but are essential to the success of the client and the program. One major aspect of this part of the budget is that we would encourage matching funds and working to get at least some of the money. For example, if a client needs \$1500 for a security deposit, we will help them find \$750 and we would then match to meet the required \$1,500. This is for cases over \$500, which is unusual for most of our clientele.

Program Expenses - 500

This includes costs associated with the life skills classes including budgeting, resume building, and cooking. It includes items that may be needed such as a course for the budgeting program, administrative costs, and direct costs to the specific program.

Travel Costs - 500

This includes gas money for travel for client purposes, such as taking them to and from sessions, interviews, programs, etc.

Brethren Community Ministries Staff and Board Members

Don Mitchell –Chair (2008-Present, starting serving as Chair in 2010)

Term: 2014-2019 (HFCOB Member)

Legal Full Name: Don Valliant Mitchell

Date of Birth: 9/16/47

Home Address: 231 Indian Creek Dr.
Mechanicsburg, PA 17050

Cell: 310-779-9911

dvm_90274@yahoo.com

Employment: Retired/Owner of Transportation Services; Taxis' and Limousine, Director of Church Development, Atlantic Northeast District, Church of the Brethren

Involvements: Former Chair of Pacific Southwest District's /Imperial Heights Peace and Justice Center, Chair of Mission and Church Planting Commission of Pacific South West District of Church of the Brethren (PSWD), Member of PSWD Witness Commission (Resigned above duties after moving to Pennsylvania), Member of Urban Peace Tours, sponsored by the Church of the Brethren, General Board Witness Commission, Former member TURF Committee, Member of Urban Peace Tours, sponsored by the Church of the Brethren Witness Agency, TURF Committee, ANE Witness Commission, ON Earth Peace Board.

Steve Seitz – Vice Chair – (2013-Present)

Term: 2014-2019 (2013) (HFCOB Member)

Legal Full Name: Steven Lynn Seitz

Date of Birth: 9/28/1942

Home Address: 3332 Green St.
Harrisburg, PA 17110

Cell [240-305-5504](tel:240-305-5504)

Email slseitz@verizon.net

Employment: Steve is currently self-employed with his wife Dotti in their company, The Puppet and Story Works, providing shows for retirement communities, schools, and churches in the Mid-Atlantic States. Steve is retired from the federal Agency for Healthcare Research and Quality, Rockville, MD. Previously, he was a Project Officer for the National Training System for Substance Abuse Prevention at the Center for Substance Abuse Prevention in the Substance Abuse and Mental Health Services Administration, DHHS. Prior to that he had been a psychodramatist and counselor for the Washington D.C. city Mental Health Services Administration.

Rick Woodard – Treasurer - (2008-Present)

Term: 2014-2019

Legal Full Name: Richard Norman Woodard

Date of Birth: 8/20/1948

Home Address: 219 N. 23rd St.
Camp Hill, PA 17011

Cell: 717-991-4204

richard.n.woodard@gmail.com

Employment: Retired real estate agent with Century 21

Involvements: Founder and Co-Coordinator of the Allison Hill Fund; Member of Camp Hill Presbyterian Church; Board member (and current Chair) of the [Peace Tax Fund](#); Camp Hill Borough Council Member; Board members and Treasurer of Christian Churches United of the Tri-County Area; Current president of West Shore Sertoma, and has served as president in 2003-2005 as well.

Wanda Santiago – Secretary (2004-Present)

Term: 2014-2019 (2004)

Legal Full Name: Wanda Kay Santiago

Date of Birth: 9/18/1956

Home Address: 301 Crescent St.
Harrisburg, PA 17104

Home: 717-236-8147

Cell [717-579-4782](tel:717-579-4782)

sanwuan@comcast.net

Employment: Owner-Operator of Santiago Day Care

Involvements: Volunteer with Community Life Team Activities, Tutor/Mentor with Hope Foundation, Coordinator for Underprivileged Children's Christmas Party, was on Board of Habitat for Humanity, was Tutor with TOYS, and was Chair of Parent Advisory Team for Harrisburg School district, neighborhood resident.

Belita Mitchell- Board Member (2013-Present)

HFCOB Sr. Pastor is Permanent Member (HFCOB Member)

Legal Full Name: Belita Doreen Mitchell

Date of Birth: 3/28/1946

Home Address: 231 Indian Creek Dr.
Mechanicsburg, PA 17050

Cell: 310-779-9911

pastorbelita@yahoo.com

Employment: Senior Pastor at Harrisburg First Church of the Brethren since late 2003.

Previously employed as Associate Pastor and Executive Account Manager for a Fortune 100 Company in So. California.

Involvements: Church of the Brethren Annual Conference Moderator, 2007; Past Chair of Denominational Committee on Interchurch Relations and NCCC (National Council of Christian Churches) Delegate; Revivalist, Retreat Leader, and Workshop Presenter; Past Coordinator of the South Allison Hill Ministerium and member of The Milton Hershey Penn State Medical School Admissions Committee; Current Chair of Harrisburg Chapter of Heeding God's Call to End Gun Violence and National Board Member; Member of Atlantic Northeast (ANE) District Church of the Brethren (CoB) Urban Initiatives Task Team, and ANE District Standing Committee Delegate to the CoB Annual Conference.

Pastor Ron Ludwick – Board Member (2015-Present)

Term: 2015-2020

Legal Full Name: Ronald Elmer Ludwick

Date of Birth: 7/26/1949

Home Address: 920 Melody Lane
Lebanon, PA 17046

Employment: Pastor with Shippensburg Church of the Brethren; Bethany Seminary Student;
Pastor with Hanoverdale Church of the Brethren; Currently Pastor of Lebanon Church of the
Brethren

Involvements: Zion Choral; Messiah College Choral Arts; Ministers of Music Quartet; Living
Hope Counseling Center Board; Lebanon Valley Brethren Home Board

Cell [717-813-6314](tel:717-813-6314)

Email: lcobpastor@comcast.net

Colin Scott– Board Member (2018-Present)

Term: 2017-2022

Legal Full Name: Colin Wayne Scott

Date of Birth:

Home Address: 5517 Partridge Court,
Harrisburg, PA 17111

Cell [717-645-4711](tel:717-645-4711) Work [717-783-5949](tel:717-783-5949)

Email cwscotty03@hotmail.com

Employment: Assistant Counsel at the Pennsylvania Public Utility Commission

Involvements: Colin began as a Board Member with Brethren Community Ministries
(bcmPEACE) in 2017. He currently serves on the Church of the Brethren Mission and Ministry
Board to which he was elected at the 2017 Annual Conference, and is a member of the Board's
Executive Committee. He assisted the Stewardship of Property II Committee (2017-2018) in his
Board capacity. Colin is also a member of the Southern Pennsylvania District Board and is
presently on the District Nurture Commission where he focuses on Youth ministry. On the
District Board he was previously a member of the Church Development and Revitalization
Commission (CDRC).

Involvements: Colin is a member of the Mechanicsburg Church of the Brethren (MCOB). In
the past, he served on the church's Leadership Team; he was the Chairperson of the Christian
Education Ministry Team. As a youth, he served on the Southern Pennsylvania District Youth
Cabinet as well as on the Youth Steering Committee at MCOB. Colin teaches the Junior High
Sunday School class and is a Youth Advisor at the church. Separately, he umpires baseball and
softball as a member of the Central Penn Umpires' Association (CPUA) and USA Softball. He is
also a member of Harrisburg Young Professionals (HYP).

Mark Pickens– Board Member (2019-Present)

Term: 2019-2024

Legal Full Name: George-Mark (Mark) Kibble Pickens

Date of Birth: 10/22/1982

Home Address: 345 Hummel St., Unit B,
Harrisburg, PA 17104

Cell : (717) 829-5962

Email: gmkpickens@gmail.com

Employment: Field Associate w/ Anabaptist Disabilities Network (ADN)

Involvements: Harrisburg First Church of the Brethren: Licensed Minister, Christian Education Team Member, Spiritual Life Team Member; Church of the Brethren Disability Advocacy Team Member; Consumer Advocate with Wheels in Motion Advocacy Team and The Center for Independent Living of Central PA; Board Member for PA's Statewide Independent Living Council (SILC), Central PA Diversity Forum Planning Committee Member

Andy Hamilton– Board Member (2019-Present)

Term: 2019-2024

Legal Full Name: Andrew Hamilton

Date of Birth: -

Home Address: -

Cell: -

Email: a.stewart.hamilton@gmail.com

Employment: Pastor at Steven's Hill Church of the Brethren

Involvements: -

NON-VOTING—NOT BOARD MEMBERS

People to include on board discussions / activities:

Gerald Rhodes

Staff

Josiah Ludwick – Program Director (2013- Present)

Legal Full Name: Josiah Ludwick

Date of Birth: -

Home Address: -

Cell : -

Email: josiahludwick@gmail.com

Alyssa Parker– Operations Manager (2020-Present)

Legal Full Name: Alyssa Monette Parker

Date of Birth: 11/10/1996

Home Address: 1317 Derry St. #2R
Harrisburg PA 17104

Cell : (540) 718-6525

Email: alyssamonetteparker@gmail.com

Louise Knight – Property Manager (2020 – Present)

Cell (717) 919-4087

Email larknight1223@gmail.com

Brethren Community Ministries / bcmPEACE

2020 Proposed Budget
As of January 31, 2020

<u>OPERATING REVENUE</u>	2019 BUDGET	2020 BUDGET
Harrisburg First Church of the Brethren	33,000	33,000
ANE District	20,000	20,000
ANE Disaster	-0-	5,000
Allison Hill Fund	1,000	1,000
Contributions of Individuals	4,000	4,000
Contributions of Businesses	1,500	-0-
Other Congregations	-0-	1,000
United Way	3,000	-0-
Contributions from Foundations	2,000	16,000
Be the Peace Banquet	10,000	10,000
Highmark Walk	10,000	8,000
Bowlathon	10,000	-0-
Zumba	2,500	-0-
Total Operating Revenue	97,000	98,000
Operating Expenses		
Accounting	5,000	5,000
Audit/Tax Return	2,500	2,500
Bank/Credit Card Fees	250	250
Development	250	-0-
Office Supplies	250	250
Info Tech	1,000	1,000
Church Rent		5,000
Admin-Payroll		
Executive Director	55,000	20,000
Program Assistant	15,000	17,500
Program Manager	-0-	21,000
Property Manager	-0-	10,000
Pension	7,000	5,000
Insurance – D&O&Gen Liability	2,500	2,500
Worker's Compensation	500	500
Employer Taxes	5,000	5,000
Professional Growth	-0-	250
Licenses	100	100
Scholarship	-0-	500

Service Ministries

Community Camp Scholarships	750	400
Community Emergency Exp	1,000	1,000
Computer Lab	150	150
KIDS Church	-0-	200
Social Service Training	150	150
Bright Futures	350	250
Agape-Satyagraha	4,000	4,000
Total Operating Expenses	101000	102,650
Net Operating Income	(4,000)	(4,650)

RENTAL PROPERTY

Total Rental Property Revenue	50,000	50,000
--------------------------------------	---------------	---------------

Rental Property Expenses

PNC Mortgage & Interest	8,700	8,700
Interest	100	100
Bank Fees	250	250
Insurance	1,500	1,500
Office Supplies	100	100
General Repairs	10,000	10,000
Taxes	5,000	5,000
Utilities	12,350	15,000
Total Rental Property Expenses	38,000	40,650
Net Rental Property Income	12,000	9,350
Total Net Income	8,000	4,700